

NOVEMBER/
DECEMBER 2017

BCTGM *News*

VOLUME 19
NUMBER 6



*Season's
Greetings*
to our BCTGM
Family



the PRESIDENT'S MESSAGE

Thank you for **ORGANIZING** in 2017!

As BCTGM members and their families prepare to celebrate the holidays and welcome a New Year, we can look back at 2017 as a source of pride and optimism for our Union. While the BCTGM and our members certainly continue to confront serious and difficult challenges, we head into 2018 fully prepared to take whatever action is necessary to improve the lives of our members and bring the benefits of BCTGM membership to more workers in our industries.

The International Union's fight to stop the outsourcing of American jobs by Nabisco/Mondelez continued to take center stage throughout 2017.

And yet in the background, International staff, together with local unions and rank-and-file members, worked tirelessly, committed to the basic founding principle of this Union: to organize non-union workers and negotiate quality collective bargaining agreements.

In 2017, the International Union accelerated organizing training for International staff and local union officers, stewards and activists. Part of this effort included implementing special organizing training for local union shop stewards. Dozens of organizing trainings were held across the United States and Canada and organizing leads abound.

Thanks to the success of the initiative, we will continue to expand and enhance the BCTGM's steward organizing program in the New Year.

Working closely with the International Director of Organization John Price and other International staff, local unions have made a bold statement on organizing; devoting the energy and resources necessary to engage in quality campaigns.

As an example, after learning of the many confectionery workers represented by the BCTGM and the Union's excellent reputation, workers at the Cargill plant in Hazelton, Pa. reached out to the BCTGM and asked to meet with Local 6 (Philadelphia) representatives. The more than 100 workers at the Cargill Cocoa plant produce high quality chocolate, coatings, fillings, cocoa powders, cocoa liquors and cocoa butters used in food manufacturing, bakery, confectionery, beverage and dairy applications. Local 6 successfully organized the workers whose key issues were workplace safety, favoritism and unfair workplace rules.

The success of Local 6 rank-and-file organizers and officers is an extraordinary testament to the excellent reputation the BCTGM has earned among workers. Local 6 represents workers at the nearby Bimbo Bakeries USA plants in Hazelton and Lehigh Valley.

In Memphis, Local 149 organizers overcame numerous hurdles at the large Riviana Foods facility and won the NLRB election to represent quality control workers at the production plant.

BCTGM Local 57 proved the depth and duration of our commitment to organizing when it won recognition at Mennel Milling in Martel, Ohio. The plant is a former Local 57-represented Pillsbury facility that was closed in 2016. Mennel Milling acquired the plant and agreed to rehire more than 50 percent of the experienced Local 57 members – who insisted the company recognize the Union.


And lastly, just as this magazine was going to press, we learned that Local 203T in Richmond, Va. had reached recognition agreements with Philip Morris for workers who make John Middleton and UST smokeless tobacco brands in Richmond. John Middleton and UST had been previously acquired by Philip Morris.

I have the deepest respect for all of the courageous workers who overcome employer harassment, coercion and intimidation to vote for a better life through BCTGM representation. I further commend each and every local union officer and rank-and-file member who helped organize new workers in 2017.

The International Union will continue to assist and support local union organizing campaigns as we advance our programs to reflect the hard work and dedication we've seen in 2017. I am confident we will continue to build the strength of the BCTGM as we rebuild union density within our industries.


On behalf of the International Union officers and staff, I want to offer our best wishes to the entire BCTGM family for a joyous holiday season and a healthy and prosperous New Year!

— **David B. Durkee**, BCTGM International President



BCTGM

News




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RETIREES



ORGANIZING

Deep in the Heart of Texas

When the Sara Lee bakery in Paris, Texas shuttered its doors in December 2011, BCTGM Local 111 (Dallas/Ft. Worth) members were devastated. Many of the workers had more than 20 years of seniority at the bakery, which had been under a union contract since 1974.

The bakery sat idle until Omaha, Neb.-based J. Skinner Baking Co. purchased the facility and invested \$25 million in upgrades. The bakery reopened in 2013 and the company hired nearly 400 workers – a majority of whom were former BCTGM Local 111 members and longtime Sara Lee workers.

For Royce Stogner, a Local 111 member and 22-year Sara Lee worker who retired shortly before the closure, the reopening of the bakery doors by J. Skinner Baking marked the beginning of his life as a BCTGM organizer.

In 2014, Southern Region International Vice President Anthony Shelton contacted Stogner and asked him to help Local 111 organize new workers at the bakery, which is located in a right-to-work-for-less state. Many of the workers he had worked with at Sara Lee for many years.

“Like Royce, workers at the bakery remembered what it was like having a BCTGM contract. Royce was key to communicating with workers inside the plant. He served as the chief steward for many years before he retired from Sara Lee so he was well-known and trusted by the workers,” recalls Shelton.

More than 80 percent of the workers signed union authorization cards and on November 18, 2014, workers voted overwhelmingly to become members of BCTGM Local 111.

While Stogner’s efforts were vital to the success of the initial campaign, his role as a part-time internal



Royce Stogner, pictured here far right, and rank-and-file organizers, distribute fliers outside the James Skinner Baking Co. plant in Paris Tex. More than 80 percent of the bakery workers voted to join the BCTGM on Nov. 18, 2014.

organizer for Local 111 is equally important. Stogner continuously educates and organizes new workers at the bakery as part of the new worker union orientation program, which is part of the collective bargaining agreement.

And thanks to expansions of the bakery’s production lines, there are many new workers to organize. Since the bakery reopened, Skinner has added two new Danish and sweet roll lines and there are plans to continue developing the massive 350,000-square-foot plant and hire additional workers.

“There isn’t a problem getting members signed up thanks to contract language that allows the union to have 30-minute orientation meetings with new workers,” notes Stogner. “The union is there from the beginning and we build a positive relationship right out of the gate,” he adds.

“While the contract language is key to internal organizing— it has to be followed up with hard work and commitment,” notes Stogner.

Since the new lines were added, Stogner meets with workers once a week and with the plant manager and human resources every two weeks.

When asked what advice he has to offer local union organizers and other retirees who want to organize he says, “You have got to be diligent in communicating the many benefits of being a member of this great union. And find those union retirees with 25-35 years of work behind them and let them explain to new workers that the very benefits they enjoy today exist thanks to the workers who came before them and fought hard for every gain,” concludes Stogner.



Retiree Royce Stogner works part-time for Local 111 internally organizing workers at the James Skinner Baking Co. plant in Paris Tex.

BCTGM Locals Coast to Coast Remi

“As long as Nabisco/Mondelez continues to outsource good, middle-class jobs and exploit working families across the globe – the BCTGM will be relentless in our efforts to expose the company’s destructive business model and expand the boycott of Nabisco products made in Mexico. Today was a strong testament to the solidarity and resolve of the BCTGM,” reflected BCTGM International President David Durkee on November 16, the BCTGM’s Nabisco/Mondelez Big Box Store National Day of Action.

From Oregon, California and Texas, to Iowa, Georgia, Virginia, Washington D.C. and many states

in between, the BCTGM was joined outside the nation’s largest retailers by activists from dozens of other AFL-CIO affiliated unions. Scores of trade unionists distributed literature, met with store managers, held rallies and talked with customers outside big box stores like Wal-Mart, Target, Costco, B.J.’s, Sam’s Club and more.

In Portland, Ore., BCTGM Local 114 and Local 364 members were joined by the Oregon State AFL-CIO and labor activists outside a Wal-mart to rally, educate and distribute Check the Label cards.

“It was an amazing day of solidarity and education,” said BCTGM Local 114 Secretary-Treasurer and GEB member Terry Lansing. “We



Metro Washington DC Labor Council



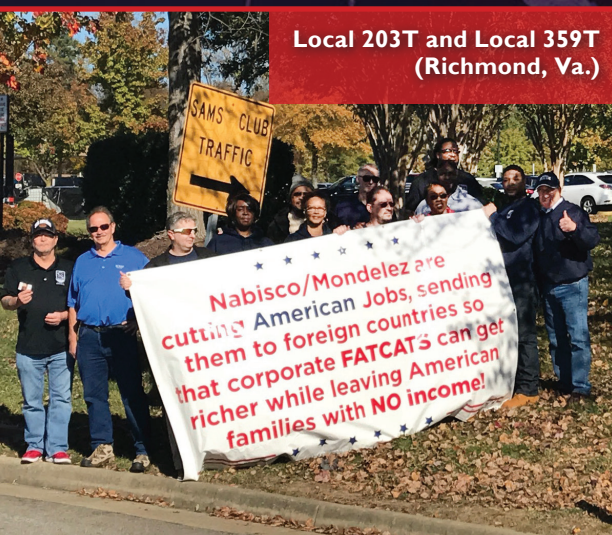
Local 42 (Atlanta)



Local 317T (Greensboro, N.C.)



Local 1 (Chicago)



Local 203T and Local 359T (Richmond, Va.)



Local 125 (Oakland, Calif.) and Local 24 (San Francisco)



Local 25 (Chattanooga, Tenn.)

and Consumers: CHECK THE LABEL!

had the opportunity to talk one-on-one with folks about the products our members make and why it is important to sustain good, middle-class jobs in America. Most people were shocked to hear that the same Nabisco products we produce – and their families love – are no longer made in America. They were happy to be given information about how to check the label on products,” Lansing said.

In the Philadelphia area, BCTGM International Director of Organization John Price led five groups of Local 6 stewards in distributing Check the Label cards to customers and meeting with store managers at eight stores. The stewards, who came from numerous union shops in the region, were attending a special organizing training led by Price.

“I’m proud of our shop stewards and union members who understand the true meaning of solidarity,” reflected BCTGM Local 6 President Hank McKay. “Our unity as a Union was on display across the country and you could feel it knowing that we were all sharing the same message on the same day: Do Not Buy Nabisco products Made in Mexico!” McKay proclaimed.

At the end of the day, thousands of customers shopping at more than 100 big box stores across the U.S. were educated on how to Check the Label on Nabisco products and boycott Nabisco snacks like Oreo, Ritz Crackers, Graham Crackers, and Chips Ahoy that are made in Mexico.



Local 114 (Portland, Ore.)



Local 9 (Seattle)



Local 22 (St. Paul, Minn.)



Local 10G (Cedar Rapids, Iowa)



Local 253 (Cincinnati)

BUILDING THE FUTURE *through* New Officer Education



The new BCTGM Local Union Officers had a chance to interact with International President David Durkee and International Secretary-Treasurer Steve Bertelli during the one-week training.

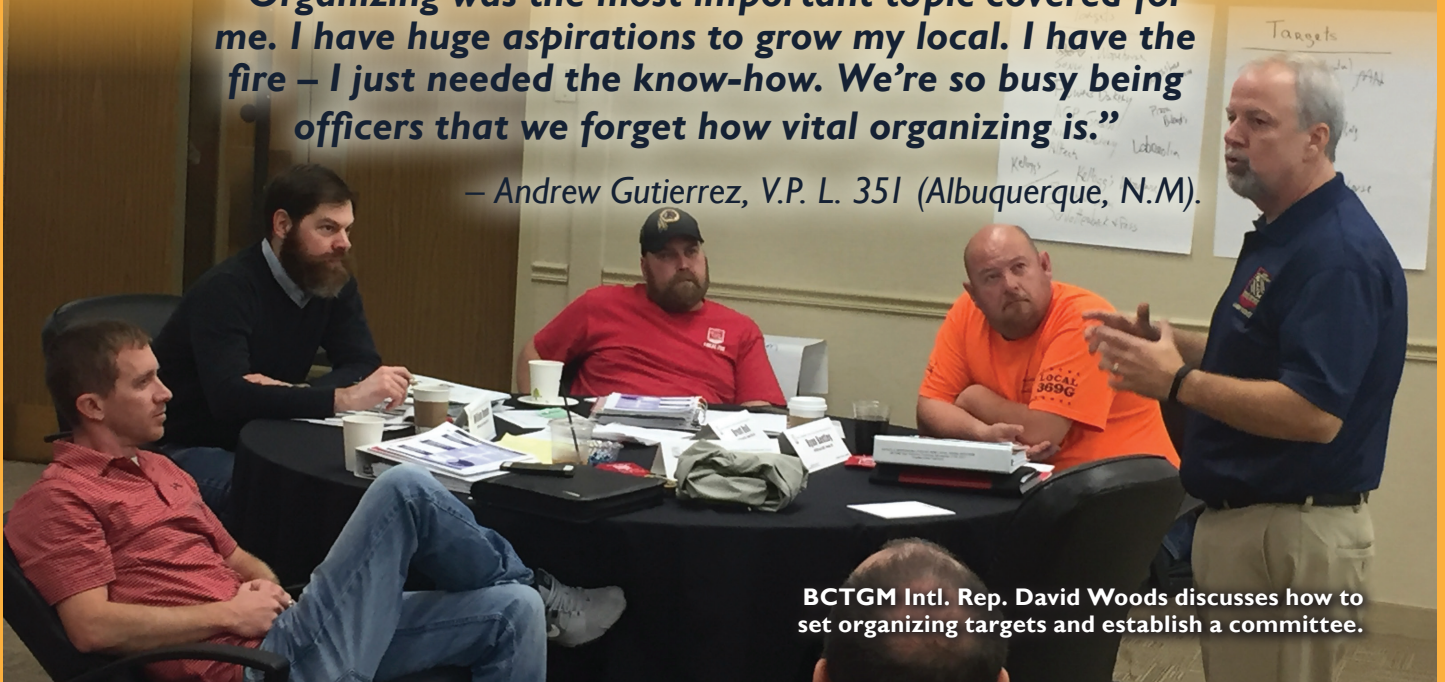
In early November, the BCTGM International's Research and Education Department administered a six-day training for 20 new local union officers from across the United States at the Maritime Institute outside of Baltimore.

The intensive classroom sessions focused on organizing, preparation for bargaining, political

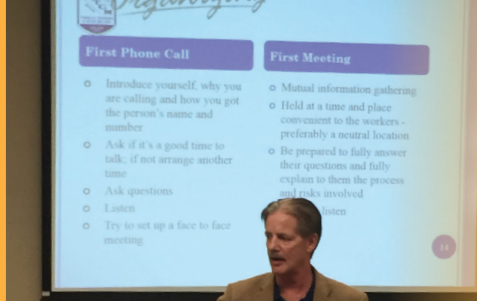
action, corporate research, communications, and labor history. The union leaders also participated in small group activities and workshops on health and safety, labor law and economics. New to the 2017 program was a full day of mock contract negotiations. The program featured guest speakers, presentations and interactive activities.

“Organizing was the most important topic covered for me. I have huge aspirations to grow my local. I have the fire – I just needed the know-how. We’re so busy being officers that we forget how vital organizing is.”

– Andrew Gutierrez, V.P. L. 351 (Albuquerque, N.M.).



BCTGM Intl. Rep. David Woods discusses how to set organizing targets and establish a committee.



BCTGM Director of Organization John Price explains the first stages in an organizing campaign.

"I truly enjoyed learning organizing strategy from John Price and David Woods. Their training was very real. I left for home, and my local, feeling that organizing is the most important thing we can do to grow and become stronger as a union."

— Mark Lee, Fin. Secy. L. 57 (Columbus, Ohio).



BCTGM Intl. Pres. David Durkee welcomes the local union officers.



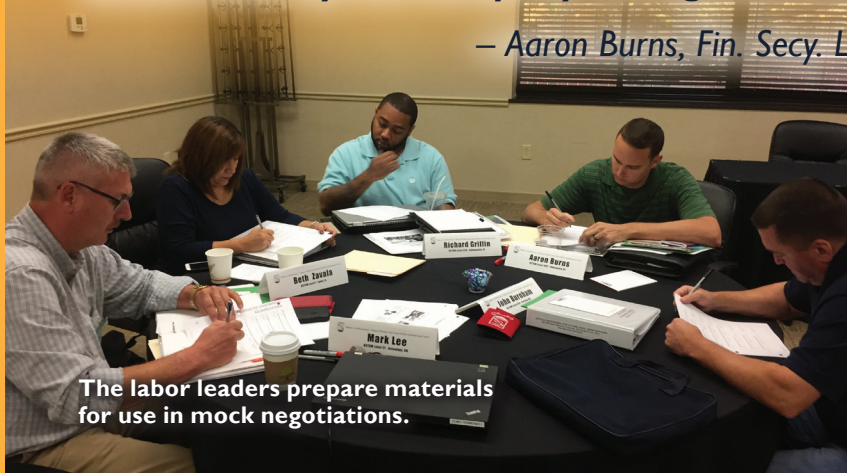
The new officers conducted a full day of mock negotiations to help practice skills learned during the week.

"I thought the most useful topics covered were organizing, mock negotiations and financial business. But my favorite part of the program, hands down, was interactions with other union officers and being able to share and learn from each other's experiences."

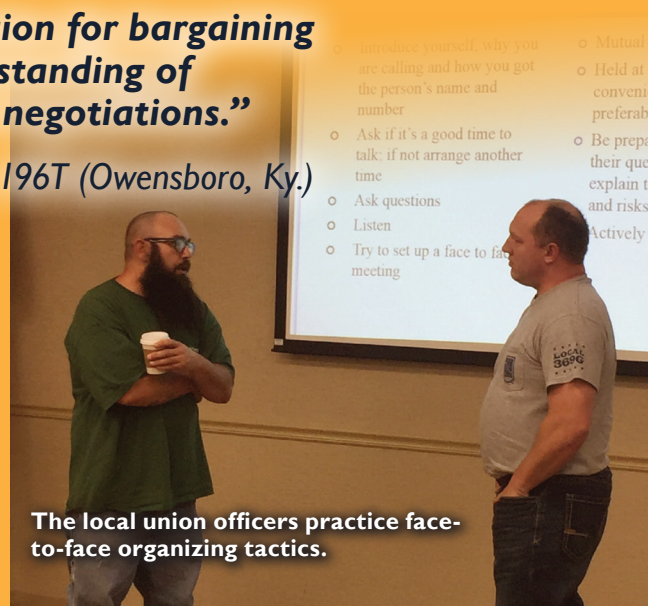
— Richard Griffin, Pres. L. 372A (Indianapolis)

"I found the mock negotiations and preparation for bargaining to be very useful. It really will help my understanding of tactics used by the company during contract negotiations."

— Aaron Burns, Fin. Secy. L. 196T (Owensboro, Ky.)



The labor leaders prepare materials for use in mock negotiations.



The local union officers practice face-to-face organizing tactics.

'Tis the Season for

Plan to buy gifts to give this holiday season? If you buy union, you're helping keep good jobs in America and supporting businesses that pay working families a living wage with benefits.

Union-made gifts and services can be hard to find. **Here are some ideas to consider:**

Clothing

American Rootswear is 100% American Made, Union Made! The company mission: "To create good jobs in the United States, deliver a quality product, have a commitment to our community, our workers and our country and to support a better more sustainable way of life." With an amazing mission so clearly defined, every union member will be proud to sport the company's sweatshirts, vests, hats, scarves and other garments.

Check them out: www.americanrootswear.com.

Books

Why shop non-union Amazon when you can buy books and gifts at Powell's Books and support about 450 Portland, Ore.-area members of ILWU Local 5, from cashiers to truck drivers to computer programmers. Powell's pays wages that average more than \$14 an hour, and provides health benefits for full-time employees. And if you shop online through www.ilwulocal5.com, 7.5% of your purchase goes to the union strike fund.

Kitchenware

U.S.-made Pyrex glassware and All-Clad Stainless Steel Cookware are made by United Steelworkers members in Pennsylvania. U.S.-made Fiesta brand dinnerware is made in West Virginia by members of the Glass, Molders, Pottery, Plastic and Allied Workers union.

Blankets:

Give the gift of warmth with a blanket from Pendleton Woolen Mills. Pendleton blankets (but not apparel) are made in Washougal, Washington, and Pendleton, Oregon. Workers are members of the Workers United union and are paid good wages, receive overtime after eight hours, and have health and pension benefits.

Union Shippers:

Sending cards and packages? Ship it union with the **U.S. Postal Service (USPS)** or **UPS!** The **American Postal Workers Union (APWU)** represents more than 200,000 USPS employees who belong to the Clerk, Maintenance, Motor Vehicle, and Support Services divisions. It also represents approximately 2,000 private-sector mail workers. About 250,000 UPS workers are represented by the **Teamsters (IBT)**.



Attention Wal-mart, Target, Amazon Shoppers!

Wal-mart employs more than 1.5 million U.S. workers nationwide. Of the 5,300 Walmart and club stores in the United States, there is not a single unionized location. Wal-mart is one of the most ferociously anti-union companies in the world. When Wal-mart workers in Jonquiere, Quebec, voted in 2004 to unionize, the company closed the store. It also closed a store in Pico Rivera, California in 2015 after workers at the location took part in a strike. Target is not much better: None of its 1,800 U.S. stores is union, though nine pharmacy workers at a Brooklyn, N.Y. store did unionize in 2015. Amazon's nearly 300,000 warehouse employees toil nonunion in poor conditions that have been recently exposed and widely publicized. Additionally, Amazon workers are paid 15% less on average than the prevailing wage of other warehouse workers in the same region, while the company experiments with temporary and on-demand employment, to erode job security.

Union Gift Giving

Union Made Treats to Celebrate The Season

Chocolate and hard candy treats are synonymous with the holiday season. Here are some special holiday themed BCTGM MADE goodie ideas that are certain to delight your loved ones:

Ghirardelli Chocolate Company

Local 125 (San Leandro, Calif.) members create holiday chocolate gift baskets, tins, boxes and festive packages with Ghirardelli brand filled and solid chocolate in white, milk and dark varieties. Special for the holiday season is Peppermint Bark and Ghirardelli Impressions SQUARES chocolates, which feature holiday impressions on each chocolate square.



Brown & Haley

Local 9 (Seattle) members make holiday gift boxes, baskets, tins and packages filled with the company's renowned Almond Roca, Cashew Roca, Mocha Roca, Sugar Free Almond Roca and Candy Cane Roca.

Allan Candy Company

Local 350T (Granby, Quebec) members produce Allan Traditional Candy Canes (Peppermint, Cherry and Mini Peppermint),



Allan Holiday Collection Candy Canes

(French Vanilla & Gingerbread, Butterscotch & Cappuccino, Mini Canes), Allan Fruit Buddies Candy Canes, Allan Chewy Candy Canes.

Tootsie Roll Industries

Local 1 (Chicago) members produce all varieties of Tootsie Roll brand products.

Sara Lee

Local 81 members at the Sara Lee Hillshire Bakery in Traverse City, Mich. produce a wide variety of Sara Lee brand fruit and crème pies as well as seasonal specialties such as pumpkin pie, sweet potato pie and pecan pie. There are more than 25 different Sara Lee pies made by members of Local 81. Union members also produce Sara Lee Cheese Cake – original, French and New York Style.



More than 700 STEWARDS

Throughout North America and from every sector of the BCTGM, the International Union takes great pride in the education and training of BCTGM shop stewards.

In 2017, approximately 703 stewards, from 34 local unions in the United States and Canada successfully completed a BCTGM steward training program.

The International Union administers its

steward training program through the BCTGM Research & Education Department. Matthew Clark, Director of the International's Research & Education Department, works with BCTGM International Vice Presidents and Representatives to design curriculum, presentations, activities and information. The majority of the steward programs are led by BCTGM International Vice Presidents and Representatives in local union facilities throughout North America.

The curriculum may differ based on the size



Local 492 (Philadelphia) stewards from TastyKake participate in a training taught by East-Central Region International Vice President Art Montminy.



In Richmond, Va. BCTGM International Representative Randy Fulk, accompanied by BCTGM Assistant to the International President Harry Kaiser, led the annual education program for Local 203T (Richmond) and Local 359T (Hopewell, Va.) stewards.



BCTGM Director of Organization John Price leads a special organizing training for Local 6 (Philadelphia) stewards.

Complete Training in 2017

of a class or seniority of the stewards, but all programs include sections on grievance handling, communicating with members, mobilizing union activists, 'talking union', and role-playing scenarios.

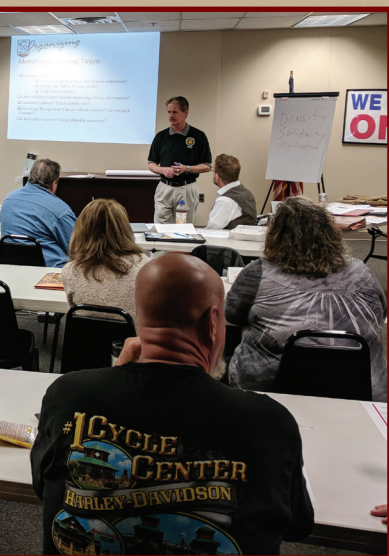
In 2017, several organizing classes for stewards were led by International Director of Organization John Price. "Organizing new members into the BCTGM is vital to our survival. And that means it is important for every union leader to know how to organize. Incorporating organizing training into our education programs for new stewards and local

union officers is the first step toward growing the union," notes Price.

Clark reflected on the curriculum offered during the steward education program saying, "Stewards are absolutely instrumental in internal organizing by signing up new members, educating workers about their rights and the provisions of the collective bargaining agreement, enforcing health and safety standards, and communicating with members about workplace issues. We incorporate all of these aspects into the program," said Clark.



Local 42 stewards from Golden Peanut were excited to attend the training. Workers at the plant in Headland, Ala. fought hard to join the BCTGM in 2015 and ratified their first collective bargaining agreement this year.



Two groups of Local 42 (Atlanta) stewards from Golden Peanut in Headland, Ala. completed training led by International Representative David Woods. Local 42 Business Manager Zack Townsend assisted Woods in the one-day seminars.

SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2016 through December 31, 2016. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Joint Board of Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all non-insured claims incurred under the terms of the Plan.

Insurance Information

The plan has a contract with United Healthcare Insurance Company to pay health and indemnity claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2016 were \$21,212,218.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$229,522,799 as of December 31, 2016, compared to \$232,706,933 as of January 1, 2016. During the plan year the plan experienced a decrease in its net assets of \$3,184,134. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$39,277,134 including employer contributions of \$15,463,573, employee contributions of

\$141,896, realized gains of \$830,731 from the sale of assets, and earnings from investments of \$9,936,541, and other income of \$12,904,393.

Plan expenses were \$42,461,268. These expenses included \$4,393,767 in administrative expenses and \$38,067,501 in benefits paid to participants and beneficiaries. A total of 27,415 persons were participants in or beneficiaries of the plan at the end of the year.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information;
- information on payments to service providers;
- assets held for investment;
- transactions in excess of 5% of the plan assets;
- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is the Manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750. The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement

FOR THE PERIOD JANUARY 1, 2016 THROUGH DECEMBER 31, 2016

of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington, MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$12,904,393 were for extended health insurance under the plan.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

FUNDS' TRUSTEES

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees –

- **David B. Durkee (Chairman)**, Intl. Pres.;
- **Steven V. Bertelli**, Intl. Secy.-Treas.;
- **Shad Clark**, Intl. Vice Pres.;
- **Jethro A. Head**, Intl. Vice Pres.;
- **Art Montminy**, Intl. Vice Pres.;
- **Anthony Shelton**, Intl. Vice Pres.

Employer Trustees –

- **Lou Minella (Secretary)**, Sr. Vice Pres., Human Relations, Bimbo Bakeries, USA;
- **Phil Paturzo**, Vice Pres., Labor Relations, Bimbo Bakeries, USA;
- **Jon McPherson**, Vice Pres., The Kroger Company;
- **Doug Ruygrok**, Vice Pres., Labor Relations, Albertson's Companies LLC;

Fulk Elected as N.C. AFL-CIO State Vice President

MaryBe McMillan was elected the first woman to lead the North Carolina labor movement after being unanimously elected president of the North Carolina State AFL-CIO during the 60th annual convention in Atlantic Beach, N.C., Sept. 13-15. Delegates honored retiring President James Andrews and adopted new resolutions to guide the organization over the coming year. BCTGM International Representative Randy Fulk was re-elected to serve as a Vice President and Executive Board member, as well as to serve on the state labor federation's Audit and Finance Committee for a second four-year term. Fulk is pictured here speaking before the Convention on behalf of a "Do Not Buy" resolution on Nabisco/Mondelez products made in Mexico.



Sen. Merkley Meets with L.'s 114, 364



"Meeting with our Senators and Representatives is an important way for our local to communicate issues important to our union and workers. We've worked hard over the years to educate our political leaders and have established relationships that are mutually beneficial," reflects BCTGM Local 114 Secy-Treas. Terry Lansing on a recent meeting with U.S. Sen. Jeff Merkley (D-Ore.).

Senator Merkley invited Local 114 and 364 officers and members to meet with him to discuss issues important to BCTGM members. According to Lansing, they explained the devastation caused by unfair trade agreements like NAFTA that have caused bakeries to close and union jobs to be outsourced to other countries. The conversation shifted focus to the Nabisco/Mondelez campaign and the union's fight to keep jobs in America. Local 364 Financial Secretary-Treasurer Victor Weekes and Local 364 Business Agent Cameron Taylor detailed the impact of lost jobs at the Portland Nabisco bakery.

Pictured here, left to right, is retired Local 114 officer Gene Beaudoin, Taylor, Local 114 President Andrew Stern, Weekes, Senator Merkley, Lansing, Local 114 member Alejandro Ahumada and his son Aleks (Andrus) Ahumada and Local 114 Office Manager Jan Almond.

50 Years of Union Dedication



Local 334 (Portland, Maine) member Thomas Coreau, 72, has been making beans at the B&M Baked Beans factory in East Deering, Maine for nearly 50 years. He says a lot has changed.

When Coreau started in 1967, he earned about \$2 an hour and working conditions were tough. There were smaller windows, no fans and temperatures exceeded 100 degrees. "It was hot 24 hours a day," he recalls.

Coreau retired on November 1, his 50th anniversary. He credits his positive attitude for his long career and notes that he has worked in nearly every area of production at the factory. "Mind over matter," he said. "You just take one day at a time. That's it."

Pictured here is East-Central Region International Vice President Art Montminy (left) and Local 334 Business Agent John Jordan (right) presenting Coreau with a 50-year gold card and 50-union award certificate during a retirement luncheon at the plant.



BCTGM

POWER

Give the Gift of Union **STRENGTH & SOLIDARITY** with AT&T Wireless

Get the latest tech toys and connect them with AT&T, the only nationwide **UNIONIZED** wireless carrier.

AT&T employs nearly 150,000 members of the Communication Workers of America (CWA). That means when you visit an AT&T store, you'll always be able to find a fellow union member to assist you. Meanwhile, AT&T has the nation's largest network, covering more than 99% of Americans.

Exclusive Wireless Savings, Just for Union Members

- **Union members can save 15% on the monthly service charge** of qualified wireless plans, including 3 GB, 6 GB and 10 GB plans -- and 20% savings on select accessories from AT&T.
- **\$25 Waived Activation Fee** on Select Devices

This holiday season, shop online or take the BCTGM Power/Union Plus coupon into an official AT&T store and save on wireless service!

Other benefits may include:

- **\$650 Switcher Credit:** You could qualify to receive up to \$650 in credits per line when you switch to AT&T.
- **Up to \$250 in Cash Back Rebates:** Union Plus Credit Cardholders may be eligible to earn up to \$250 cash back from Union Plus.
- **Savings for Union Staff and Local Offices:** AT&T offers special discounts for union staff and local union office employees.

Visit www.unionplus.org/benefits/home/att-discounts to download your discount coupon, locate a store or shop online.

Printed in the U.S.A.

We wish all **BCTGM Members** a
HAPPY HOLIDAY Season
and a peaceful and prosperous **NEW YEAR!**



Steve Bertelli

International Secretary-Treasurer

David B. Durkee

International President

NEW!  "Like" President Durkee on Facebook: facebook.com/BCTGMPresidentDurkee